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Rights We Protect

The National Labor Relations Board protects the rights of most private-sector employees to join together, with or without a union, to improve their wages and working conditions. If you believe your rights have been violated, or that an employer or a union has engaged in unlawful conduct, you may file a charge through one of our regional offices. Petitions for representation and decertification elections may also be filed at regional offices.

What's the Law?

As an employee, you have the right to join together with co-workers to address issues at work, with or without a union. The NLRB is here to help. Learn more about these rights and what you can do if you believe they've been violated.

Employee Rights

Employees covered by the NLRA are guaranteed the right to form, join, decertify, or assist a labor organization, and to bargain collectively through representatives of their own choosing, or to refrain from such activities. Employees may also join together to improve terms and conditions of employment without a union.

Protected Concerted Activity

The law we enforce gives employees the right to act together to try to improve their pay and working conditions or fix job-related problems, even if they aren't in a union.

Employer/Union Rights and Obligations

The law forbids employers from interfering with employees in the exercise of rights to form, join or assist a labor organization for collective bargaining, or from working together to improve terms and conditions of employment, or refraining from any such activity. Similarly, labor organizations may not interfere with employees in the exercise of these rights.

Jurisdictional Standards

The Board has statutory jurisdiction over private sector employers whose activity in interstate commerce exceeds a minimal level. Over the years, it has established standards for asserting jurisdiction, which are described on this page.

10(j) Activity

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Cited in Consolidated Communications v. NLRB, 14-1135. Archived on 5/25/17.



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